

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case <b>09-CB-305875</b>	Date Filed <b>10-24-2022</b>

**INSTRUCTIONS:** File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name Worker's United Chicago & Midwest Regional Joint Board		b. Union Representative to contact David Clark	
c. Address ( <i>Street, city, state, and ZIP code</i> ) 333 South Ashland Avenue, Chicago, IL 60607		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax. No.	
		g. e-mail dclark@cmrjb.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge ( <i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i> ) See attachment.			
3. Name of Employer Starbucks Corporation		4a. Tel. No. (615) 383-3303	b. Cell No. (615) 540-3092
		c. Fax No. (615) 383-3323	
		d. e-mail bbuchanan@littler.com	
5. Location of plant involved ( <i>street, city, state and ZIP code</i> ) 12911 Factory Lane, Louisville, KY 40245		6. Employer representative to contact Bruce Buchanan, Littler Mendelson P.C.	
7. Type of establishment ( <i>factory, mine, wholesaler, etc.</i> ) Restaurant	8. Identify principal product or service Food and Beverage		9. Number of workers employed approx. 45
10. Full name of party filing charge Starbucks Corporation			
11. Address of party filing charge ( <i>street, city, state and ZIP code</i> ) 12911 Factory Lane, Louisville, KY 40245		11a. Tel. No. (615) 383-3303	b. Cell No. (615) 540-3092
		c. Fax No. (615) 383-3323	
		d. e-mail bbuchanan@littler.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  _____ /s/ Bruce Buchanan  (signature of representative or person making charge)			Tel. No. (615) 383-3303
_____ Bruce Buchanan  (Print/type name and title or office, if any)			Cell No. (615) 540-3092
			Fax No. (615) 383-3323
Address 333 Commerce Street, Suite 1450, Nashville, TN 37201			e-mail bbuchanan@littler.com
Date 10/24/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Since on or about October 24, 2022, Workers United failed and refused to bargain collectively in good faith resulting in violations of Section 8(b)(3) of the Act. Among other things, the violations involve the following actions by Workers United and its agents:

(1) Starbucks and Workers United agreed to meet on October 24, 2022 for the purpose of engaging in negotiations regarding the Starbucks single-store bargaining unit located at 12911 Factory Lane, Louisville, KY 40245, and the parties mutually agreed that the place of bargaining would be Holiday Inn Express & Suites – 1635 Veterans Parkway, Jeffersonville, IN 47130. After Starbucks representatives appeared at the agreed-upon location for the in-person meeting on October 24, Workers United unilaterally announced – with no mutual agreement – that the Union was using a computer to broadcast the meeting virtually to other individuals who were not present in the room. After Starbucks objected to having a Union computer broadcast the meeting virtually to other individuals not present in the room, Starbucks stated that it would proceed with the agreed-upon meeting provided that the Union ceased its virtual broadcasting of the meeting. The Union persisted in its insistence on virtual broadcasting of the meeting, which prevented the meeting from continuing.

(2) Workers United and/or its agents also unilaterally engaged in the recording of one or more exchanges during bargaining on October 24, 2022 without prior notice, discussion or mutual agreement, including the posting on the Internet of one or more such recorded exchanges.

(3) Workers United’s unilateral arrangements and insistence on broadcasting bargaining meetings virtually to other individuals who were not present, and the unilateral recording of one or more exchanges during bargaining without prior notice, discussion or mutual agreement, constitutes a failure to bargain collectively in good faith for multiple reasons, including (among other things) the following:

- (a) both sides have a legal right to refuse to be recorded during negotiations because recordings or transcriptions “inhibit the free and open discussion necessary for conducting successful bargaining.” *Bartlett-Collins Co.*, 237 NLRB 770, 773 n. 9 (1978), *enforced*, 639 F.2d 652 (10<sup>th</sup> Cir. 1982), *cert. denied*, 452 U.S. 961 (1981); *cf.* *Pennsylvania Telephone Build (Bell Telephone)*, 277 NLRB 501, 501-502 (1985);
- (b) using a computer to virtually broadcast negotiations to other individuals who are not present makes it impossible to prevent a recording and re-transmission of everything stated by the participants, which is reflected in the fact that one or more bargaining exchanges on October 24, 2022 were recorded and posted on the Internet by Workers United and/or its agents;
- (c) expanding bargaining meetings to a virtual audience is likely to encourage posturing that detracts from efforts to work out mutual agreements;
- (d) having bargaining meetings broadcast virtually to other individuals not present undermines the interests of Starbucks partners because the negotiations may warrant the discussion of individual partners by name and are likely to address many sensitive topics; and

(e) having a bargaining meeting broadcast virtually using a Union computer prevents the bargaining participants from knowing the identities of persons in the virtual audience, and makes it impossible to determine whether the virtual audience improperly includes non-employees, media representatives and/or members of the general public who have no authority to participate.

(4) As stated during the October 24, 2022 bargaining meeting, Starbucks remained (and remains) ready to proceed with good faith collective bargaining in meetings conducted at the locations and times agreed upon by the parties, which was prevented by the actions and conduct by Workers United and its agents described above.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 9  
550 MAIN ST  
RM 3-111  
CINCINNATI, OH 45202-3271

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (513)684-3686  
Fax: (513)684-3946



Download  
NLRB  
Mobile App

October 25, 2022

Mr. David Clark  
Chicago & Midwest Regional Joint Board,  
an Affiliate of Workers United SEIU  
333 S. Ashland  
Chicago, IL 60607

Re: CHICAGO & MIDWEST REGIONAL JOINT BOARD, AN  
AFFILIATE OF WORKERS UNITED SEIU  
(Starbucks Corporation)  
Case 09-CB-305875

Dear Mr. Clark:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Attorney JONATHAN D. DUFFEY whose telephone number is (513)684-3663. If this Board agent is not available, you may contact Supervisory Attorney THERESA L. LAITE whose telephone number is (513)684-3630.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlrb.gov](http://www.nlrb.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

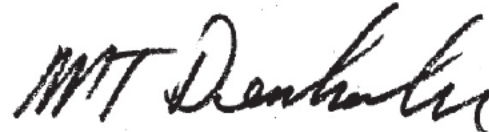
**Controlled Unclassified Information (CUI):** This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "MT Denholm".

Matthew T. Denholm  
Regional Director

Enclosure: Copy of Charge

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**CHICAGO & MIDWEST REGIONAL JOINT  
BOARD, AN AFFILIATE OF WORKERS  
UNITED SEIU(STARBUCKS CORPORATION)**

Charged Party

and

**STARBUCKS CORPORATION**

Charging Party

**Case 09-CB-305875**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST LABOR ORGANIZATION**

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 25, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

David Clark  
Chicago & Midwest Regional Joint Board, an  
Affiliate of Workers United SEIU  
333 S Ashland  
Chicago, IL 60607

October 25, 2022

Date

Yolonda L. Craig, Designated Agent of NLRB

Name

/s/ Yolonda L. Craig

Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 9  
550 MAIN ST  
RM 3-111  
CINCINNATI, OH 45202-3271

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (513)684-3686  
Fax: (513)684-3946



Download  
NLRB  
Mobile App

October 25, 2022

Starbucks Corporation  
12911 Factory Lane  
Louisville, KY 40245

Re: CHICAGO & MIDWEST REGIONAL JOINT BOARD, AN  
AFFILIATE OF WORKERS UNITED SEIU  
(Starbucks Corporation)  
Case 09-CB-305875

Dear Sir or Madam:

The charge that you filed in this case on October 24, 2022 has been docketed as case number 09-CB-305875. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Attorney JONATHAN D. DUFFEY whose telephone number is (513)684-3663. If this Board agent is not available, you may contact Supervisory Attorney THERESA L. LAITE whose telephone number is (513)684-3630.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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have access to the means for filing electronically or why filing electronically would impose an undue burden.

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\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Matthew T. Denholm  
Regional Director

Enclosure: Commerce Questionnaire - Notice of Federal Mediation Form

cc: Mr. Bruce Buchanan  
Attorney  
Littler Mendelson P.C.  
333 Commerce Street, Suite 1450  
Nashville, TN 37201

## QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 09-CB-305875
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## 1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

## 2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )

## 3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
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## 4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

## 5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

## 6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

## 7A. PRINCIPAL LOCATION:

## 7B. BRANCH LOCATIONS:

## 8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

## A. TOTAL:

## B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES \_\_\_\_\_)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

## 10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

## 11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
------	-------	----------------	-------------

## 12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
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## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

### **NOTICE OF FEDERAL MEDIATION AND CONCILIATION SERVICES FOR BAD FAITH BARGAINING ALLEGATIONS**

Under the National Labor Relations Act, both the employer and union have a number of obligations under the law, including the duty to bargain in good faith.

We encourage you to take advantage of the following resources from the Federal Mediation and Conciliation Service (FMCS) ([www.fmcs.gov](http://www.fmcs.gov)). FMCS is a non-regulatory, independent federal agency, separate from the National Labor Relations Board (NLRB), whose mission is to preserve and promote labor-management peace and cooperation. FMCS services include:

- Mediation, if you need assistance and support with your contract negotiations (available at <https://www.fmcs.gov/services/resolving-labor-management-disputes/collectivebargaining-mediation/>);
- Skills development training for collective-bargaining negotiation, committee effectiveness, and conflict resolution (available at <https://www.fmcs.gov/services/education-andoutreach/skills-development-training/>);
- Education on contract administration (available at <https://www.fmcs.gov/services/buildinglabor-management-relationships/>).

Education on contract administration (available at FMCS is a Congressionally funded agency offering support to both unions and employers at workplaces and these FMCS services and resources are provided **at no cost**. FMCS services are customized to the specific needs of employer and union leadership groups and FMCS is available to assist with next steps and/or answer questions that come up throughout a collective-bargaining agreement negotiation process, as well as for future stages of a labor-management relationship.).

For more information on the full range of FMCS services and how these services can be helpful throughout various stages of the collective bargaining process, see OM 22-08. To discuss the specific needs of your group, please reach out to an FMCS mediator (<https://www.fmcs.gov/aboutus/locations/find-a-mediator/>) or by phone at (202) 606-8100.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

and  
Starbucks Corporation

CASE 09-CB-305875

CHICAGO & MIDWEST REGIONAL JOINT  
BOARD, AN AFFILIATE OF WORKERS  
UNITED SEIU(Starbucks Corporation)

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
CHICAGO & MIDWEST REGIONAL JOINT BOARD, AN AFFILIATE OF WORKERS UNITED SEIU


IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

George A Luscombe iii  
NAME: \_\_\_\_\_  
Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, 8 S Michigan Ave., 19th Floor  
MAILING ADDRESS: \_\_\_\_\_  
Chicago IL  
E-MAIL ADDRESS: gluscombe@laboradvocates.com  
OFFICE TELEPHONE NUMBER: 3123721361  
CELL PHONE NUMBER: \_\_\_\_\_ FAX: 3123726599  
SIGNATURE:   
(Please sign in ink.)  
DATE: Wednesday, December 7, 2022 5:06 PM Eastern Standard Time

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL COUNSEL OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Workers United and Affiliates, including Regional Joint  
Boards,

Charging Party,

and

Starbucks Corporation,

Employer.

CASE 09-CB-305875

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

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(REPRESENTATIVE INFORMATION)

NAME: Jennifer Jones, Kathryn E. Siegel and Stefan Marculewicz - Littler Mendelson, P.C.

MAILING ADDRESS: 321 North Clark Street, Suite 1100, Chicago, IL 60654

E-MAIL ADDRESS: jeljones@littler.com; ksiegel@littler.com; smarculewicz@littler.com

OFFICE TELEPHONE NUMBER: (312) 372-5520

CELL PHONE NUMBER: (708) 553-9413 FAX: (312) 873-3805

SIGNATURE: /s/ Jennifer Jones

(Please sign in ink.)  
DATE: January 25, 2023

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case  
09-CA-306006Date Filed  
10-25-2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code)  2401 Utah Avenue, South Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO  (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 70,000
		i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant
j. Identify principal product or service Coffee		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment A.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Workers United/SEIU and Mid-Atlantic Regional Joint Board, Workers United

4a. Address (Street and number, city, state, and ZIP code)  Workers United/SEIU 22 South 22d Street Philadelphia, PA 19103  Chicago & Midwest Regional Joint Board 333 S. Ashland Avenue Chicago, IL 60607	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Workers United, Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/ George A. Luscombe III

George A. Luscombe III, attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.  
312-372-1361

Office, if any, Cell No.

Fax No.  
312-372-6599e-mail  
gluscombe@laboradvocates.com

Address 8 S. Michigan Ave., 19th Fl. Chicago, IL 60603

Date 10/25/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**ATTACHMENT A**  
**CHARGE AGAINST EMPLOYER**

**Employer:** Starbucks Corporation

**Charging**

**Party:** Workers United and Chicago & Midwest Regional Joint Board  
of Workers United/SEIU

**Date:** October 25, 2022

**2. Basis of Charge:**

At store locations and bargaining units identified in Attachment B, within the last six months Starbucks Corporation (“Starbucks”) has failed to bargain in good faith with the Union in violation of Section 8(a)(5) and (1) and 8(d), by failing or refusing to schedule bargaining dates for initial contract negotiations despite repeated requests by the Union and thereby interfering with employees’ rights protected by the Act.

Specifically, in communications, including those dated August 5, 12, 19, 24, 29 and September 1, 9, and 23, 2022, the Union proposed dates to commence bargaining for initial contracts at the respective stores, and it requested Starbucks to propose alternate dates if the Union’s proposed dates were unacceptable.. By mass emails dated September 23, 2022, Starbucks finally proposed to schedule bargaining in the weeks of October 10, 17, and 24, 2022. But a Starbucks’s September 23, 2022, email (and other correspondence), also instructed that, due to its own scheduling requirements, bargaining should be scheduled at least three weeks in advance in order for store employees to be released from work to attend bargaining sessions. As a result, it was too late to commence scheduling negotiations and arrange for store employees to schedule days off to attend bargaining for the weeks that Starbucks proposed, except the week of October 24, 2022.

By letters dated September 26 and 30, 2022, the Union accepted bargaining dates during the week of October 24, 2022, as proposed by Starbucks, and the Union proposed specific dates for bargaining in that week. To date, Starbucks has failed or refused to confirm the accepted bargaining dates or otherwise respond to the Union to schedule bargaining for approximately 77 of the stores represented by the Union nationwide, including the store and bargaining unit in this Region identified in Attachment B.

The Charging Party expressly requests interim relief under Section 10(j) of the Act. By its unlawful conduct as alleged here (and in other cases throughout the country) Starbucks is engaged in a coordinated campaign to frustrate good faith bargaining for initial contracts with the Union. Interim 10(j) relief directing Starbucks to meet with the Union for bargaining is just and proper to protect the Board’s remedial powers and the rights of Employees under the Act, and to prevent the undermining of the certified bargaining representative during initial contract negotiations.

**ATTACHMENT B**  
**CHARGE AGAINST EMPLOYER**

**Employer:** Starbucks Corporation

**Charging  
Party:** Workers United and Chicago & Midwest Regional Joint Board  
of Workers United/SEIU

**Date:** October 25, 2022

**Region 9:**

<b>RC Case #</b>	<b>Certification Date</b>	<b>Store #</b>	<b>Store Location</b>
09-RC-297936	9/26/22	9982	3401 Bardstown Road Louisville, Kentucky 40218



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 9  
550 MAIN ST  
RM 3-111  
CINCINNATI, OH 45202-3271

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (513)684-3686  
Fax: (513)684-3946



Download  
NLRB  
Mobile App

October 27, 2022

Howard Schultz, CEO  
Starbucks Corporation  
2401 Utah Avenue, South  
Suite 800  
Seattle, WA 98134

Re: STARBUCKS CORPORATION  
Case 09-CA-306006

Dear Mr. Schultz:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner MICHAEL E. RIGGALL whose telephone number is (513)684-3634. If this Board agent is not available, you may contact Assistant to the Regional Director ANN MARIE BEHRLE whose telephone number is (513)684-3733.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not

have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

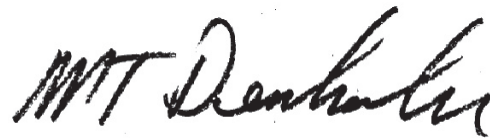
**Controlled Unclassified Information (CUI):** This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "MT Denholm".

Matthew T. Denholm  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

## QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 09-CA-306006
-----------	-----------------------------

## 1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

## 2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )

## 3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
--	--

## 4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

## 5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

## 6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

## 7A. PRINCIPAL LOCATION:

## 7B. BRANCH LOCATIONS:

## 8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES \_\_\_\_\_)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

## 10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

## 11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
------	-------	----------------	-------------

## 12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
--------------------------------	-----------	----------------	------

## PRIVACY ACT STATEMENT

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**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**STARBUCKS CORPORATION**

Charged Party

and

**WORKERS UNITED/SEIU**

Charging Party

**Case 09-CA-306006**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 27, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Howard Schultz, CEO  
Starbucks Corporation  
2401 Utah Avenue, South  
Suite 800  
Seattle, WA 98134

October 27, 2022

Date

Yolonda L. Craig, Designated Agent of NLRB

Name

/s/ Yolonda L. Craig

Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 9  
550 MAIN ST  
RM 3-111  
CINCINNATI, OH 45202-3271

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (513)684-3686  
Fax: (513)684-3946



Download  
NLRB  
Mobile App

October 27, 2022

Workers United/SEIU  
22 South 22nd Street  
Philadelphia, PA 19103

Re: STARBUCKS CORPORATION  
Case 09-CA-306006

Dear Sir or Madam:

The charge that you filed in this case on October 25, 2022 has been docketed as case number 09-CA-306006. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner MICHAEL E. RIGGALL whose telephone number is (513)684-3634. If this Board agent is not available, you may contact Assistant to the Regional Director ANN MARIE BEHRLE whose telephone number is (513)684-3733.

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**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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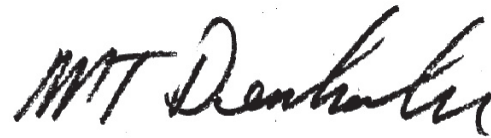
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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "MT Denholm".

Matthew T. Denholm  
Regional Director

cc: Chicago & Midwest Regional Joint Board,  
an Affiliate of Workers United SEIU  
333 S Ashland Ave.  
Chicago, IL 60607

George A. Luscombe III, Attorney  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich LLP  
8 South Michigan Avenue, 19th Floor  
Chicago, IL 60603

**NOTICE OF FEDERAL MEDIATION AND CONCILIATION SERVICES FOR BAD FAITH BARGAINING  
ALLEGATIONS**

Under the National Labor Relations Act, both the employer and union have a number of obligations under the law, including the duty to bargain in good faith.

We encourage you to take advantage of the following resources from the Federal Mediation and Conciliation Service (FMCS) ([www.fmcs.gov](http://www.fmcs.gov)). FMCS is a non-regulatory, independent federal agency, separate from the National Labor Relations Board (NLRB), whose mission is to preserve and promote labor-management peace and cooperation. FMCS services include:

- Mediation, if you need assistance and support with your contract negotiations (available at <https://www.fmcs.gov/services/resolving-labor-management-disputes/collectivebargaining-mediation/>);
- Skills development training for collective-bargaining negotiation, committee effectiveness, and conflict resolution (available at <https://www.fmcs.gov/services/education-andoutreach/skills-development-training/>);
- Education on contract administration (available at <https://www.fmcs.gov/services/buildinglabor-management-relationships/>).

Education on contract administration (available at FMCS is a Congressionally funded agency offering support to both unions and employers at workplaces and these FMCS services and resources are provided **at no cost**. FMCS services are customized to the specific needs of employer and union leadership groups and FMCS is available to assist with next steps and/or answer questions that come up throughout a collective-bargaining agreement negotiation process, as well as for future stages of a labor-management relationship.).

For more information on the full range of FMCS services and how these services can be helpful throughout various stages of the collective bargaining process, see OM 22-08. To discuss the specific needs of your group, please reach out to an FMCS mediator (<https://www.fmcs.gov/aboutus/locations/find-a-mediator/>) or by phone at (202) 606-8100.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Workers United and Affiliates, including Regional Joint  
Boards,

Charging Party,

and

Starbucks Corporation,

Employer.

CASE 09-CA-306006

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Jennifer Jones, Kathryn E. Siegel and Stefan Marculewicz - Littler Mendelson, P.C.

MAILING ADDRESS: 321 North Clark Street, Suite 1100, Chicago, IL 60654

E-MAIL ADDRESS: jeljones@littler.com; ksiegel@littler.com; smarculewicz@littler.com

OFFICE TELEPHONE NUMBER: (312) 372-5520

CELL PHONE NUMBER: (708) 553-9413 FAX: (312) 873-3805

SIGNATURE: /s/ Jennifer Jones

(Please sign in ink.)  
DATE: January 25, 2023

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

# NATIONAL LABOR RELATIONS BOARD

## NOTICE OF APPEARANCE

STARBUCKS CORPORATION,          WORKERS UNITED/ SEIU,	Employer,  and  Union.
---	------------------------------------

CASE NO.: 09-CA-306006

TO: (Check One Box Only)<sup>1</sup>

REGIONAL DIRECTOR



EXECUTIVE SECRETARY



GENERAL COUNSEL

NATIONAL LABOR RELATIONS BOARD  
Region 09

NATIONAL LABOR RELATIONS BOARD

NATIONAL LABOR RELATIONS BOARD

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF

Starbucks Corporation

CHECK THE APPROPRIATE BOX(ES) BELOW:



REPRESENTATIVE IS AN ATTORNEY



IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASE HANDLING MANUAL.

*(REPRESENTATIVE INFORMATION)*NAME Jeffrey E. Dilger, Esq.MAILING ADDRESS Littler Mendelson, P.C., 80 South 8th Street, Suite 1300, Minneapolis, MN 55402E-MAIL ADDRESS jdilger@littler.com; [starbucksnlrb@littler.com](mailto:starbucksnlrb@littler.com)OFFICE TELEPHONE NUMBER 612.313.7623CELL PHONE NUMBER 651.216.1769FAX 612.677.3818SIGNATURE */s/ Jeffrey Dilger*  
(Please sign in ink)DATE November 9, 2022

4863-6783-4686.1 / 055187-1000

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 09-CA-307962	Date Filed 11/28/2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Telephone No. (b) (6), (b) (7)(C)
	c. Certificate No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134  See Attachment	e. Employer Representative Howard Schultz, CEO  g. e-mail hschultz@starbucks.com  h. Number of workers employed 20-300
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In mid-July 2022, at the represented stores listed in the Attachment, the Employer announced an alteration of work hours and related changes in scheduling, including a new policy, the "4am daypart divide," which took effect August 8, 2022 and August 15, 2022 without providing the Union notice and an opportunity to bargain as the exclusive collective-bargaining representative of unit employees in violation of Section 8(a)(1) and (5)	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 S 22ND ST, PHILADELPHIA, PA 19103	4b. Telephone No. 646-448-6414  4c. Certificate No.  4d. Fax No. (215) 575-9065  4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  _____ (signature of representative or person making charge)  135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address  _____ (Print/type name and title or office if any) November 28, 2022 Date	
Telex No. (716) 912-3480  Office, if any, Certificate No.  Fax No.  e-mail mdolce@hayesdolce.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## **Attachment to Charge Against Employer**

### **Section 1.d – Locations**

The list of stores with changes in operational hours includes but is not limited to:

- 12911 Factory Lane, Louisville, KY 40245

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STARBUCKS CORPORATION
and
Hayes Dolce

CASE 09-CA-307962

STARBUCKS CORPORATION

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Starbucks Corporation


IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Jeff B Jones	
MAILING ADDRESS: 111 North Orange Avenue Suite 1750	
Orlando FL	
E-MAIL ADDRESS: StarbucksNLRB@littler.com	
OFFICE TELEPHONE NUMBER: 4073932933	
CELL PHONE NUMBER:	FAX:
SIGNATURE: 	
DATE: <sup>(Please sign in ink.)</sup> Friday, December 16, 2022 2:53 PM Eastern Standard Time	

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY. A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Starbucks Corporation
and
Workers United/SEIU

CASE 09-CA-307962

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Washington, DC 20570

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(REPRESENTATIVE INFORMATION)

NAME: Jonathan O. Levine

MAILING ADDRESS: Littler Mendelson, P.C., 111 E. Kilbourn Ave., Suite 1000, Milwaukee, WI 53202

E-MAIL ADDRESS: jlevine@littler.com

OFFICE TELEPHONE NUMBER: (414) 291-5536

CELL PHONE NUMBER: (414) 698-6243 FAX: (414) 291-5526

SIGNATURE: /s/ Jonathan Levine  
(Please sign in ink.)

DATE: January 13, 2023

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E-MAIL ADDRESS: jlevine@littler.com

OFFICE TELEPHONE NUMBER: (414) 291-5536

CELL PHONE NUMBER: (414) 698-6243 FAX: (414) 291-5526

SIGNATURE: /s/ Noah Garber

DATE: January 25, 2023  
(Please sign in ink.)

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

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(REPRESENTATIVE INFORMATION)

NAME: <u>Jonathan O. Levine</u>	
MAILING ADDRESS: <u>Littler Mendelson, P.C., 111 E. Kilbourn Ave., Suite 1000, Milwaukee, WI 53202</u>	
E-MAIL ADDRESS: <u>jlevine@littler.com</u>	
OFFICE TELEPHONE NUMBER: <u>(414) 291-5536</u>	
CELL PHONE NUMBER: <u>(414) 698-6243</u>	FAX: <u>(414) 291-5526</u>
SIGNATURE: <u>/s/ Matt Mardesich</u>	
DATE: <u>January 25, 2023</u>	

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(REPRESENTATIVE INFORMATION)

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E-MAIL ADDRESS: jlevine@littler.com

OFFICE TELEPHONE NUMBER: (414) 291-5536

CELL PHONE NUMBER: (414) 698-6243 FAX: (414) 291-5526

SIGNATURE: /s/ Alyson Dieckman

DATE: January 25, 2023  
(Please sign in ink.)

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